Previous references.

Rev. Dle 110 of 1893-94

File No. 39 of 13

1913.

Serial Nos. 1-2-3 4

(Banking)

Later references.

B 19-14 dls 1 & 2
B 36-14 -do- 1-2, B June, 1915.
S.F. 61-1555 1 to 4, R. April 16.
17726 of 1911 B 4.
17726 of 1911 B 4.

GENERAL AND REVENUE SECRETARIAT.

Serial Nos. 1 — 4

Part B. for Dec 1914

SUBJECT.

Revision of the Establishment of the Office of the Insurance Secretary in Mysore

---

1) From the Secty. Insurance Committee. No 1911 B 17-2-14
Submits for orders resolution of the Insurance Committee passed at their meeting on 31-1-14 regarding proposals for the revision of his Establishment.

2) To the Secty. Insurance Committee. H 4063 d 12-3-14
Requests him to have the proposition statement verified by the Comptroller & re-transmitted to Government.

3) From the Secty. Insurance Committee. No 2177 d 13-3-14,
Returns the proposition statement, duly verified by the Comptroller

G. R. S. 58

4) To the Secty. Insurance Committee & Comptroller
H 2337-8 d 1-12-14
Sanctions the proposals for the revision of the Insurance Office with certain modifications

Prtd 9/12/14.

G.R.S. 11] 1913-14

GENERAL AND REVENUE SECRETARIAT.

(Banking

NOTES.

File No. 39

FILE HEADING.

Revision of the Establishment of the Insurance office

From

The Secretary Insurance committee

No. 1911 Dated 16/17.2.14 Received 19.2.14

Diary No. 3257	Enclos. 1 file Spare Copies.	Serial No. 1

BRIEF ABSTRACT OF LETTER.

Submits for orders Resolution 3 of the Insurance Committee passed in their meeting held on 31st January 1914 with connected papers regarding proposals for the revision of his Establishment

NOTES AND ORDERS.

The proposition Statement has not been verified by the Comptr. Draft returning the papers for the needful being done subject for ~~orders~~ approval.

Dft SW 5/3

Issued 6/2/14

NOTES—First Sheet.

GPB—35,000—15-6-12

G. R. S. 12]

General and Revenue Secretariat. | B File No. 39 of 1913.

Serial No.	
2	To the Insurance committee No 74663 d/12-3-14 Requests him to have the proposition Statement Verified by Comptr & retransmitted &c &c
3	From the Insurance committee No 2177 d/13-3-14 Returns the proposition Statement duly Verified by Comptr The Insurance office Memo relating to the present proposals which was circulated to the members of the committee & ultimately adopted & recommended by them to Govt for Sanction fixes succintly the facts of the case. The members of the committee all of them without exception agree to the necessity for revision on account of growth of work. Statement II put up by the Insurance office shows the increase of volume of work. This was brought about by increase of permanent Establt by creation of new

Y

X

NOTE—Contn. sheet.

GPB—60,000—7-11-13

G. R. S. 12]

General and Revenue Secretariat.

B File No. 39 of 1913.

Serial No.

Depts = by bringing the temporary employees of the P.W.D to share the benefits of Insurance by permitting Optional Insurance & by the creation of a family Pension Fund. The Scheme of insurance for aided school teachers now under consideration if sanctioned will result in further expansion of work. This much in regard to the quantity of work.

As regards the quality of the work it needs only to invite attention to the Actuarys remarks in para 2 of his report. 'I may take this opportunity of expressing my appreciation of the careful manner in which the data had been prepared. The figures deduced from the tabulation of the cards in the course of my investigation were compared wherever possible with figures given in the Annual Reports, and in only 3 instances were discrepancies brought to light

Copy of the Actuarys Report put up

NOTE—Contn sheet.

G.P.B.—60,000—7-11-13

General and Revenue Secretariat. | 13 File No. 39 of 1913.

Serial No.

3

Vide report put up

---. & these differences are quite insignificant. This testifies to the useful work of the Insurance office for years".

In G.O No 1062-62/R-110-93 d 8-8-1898 Govt empowered the Committee to incur Establt Charges up to a limit of 3/p.c of the monthly average premia income so as to avoid frequent references to Govt.

The Actuary was consulted Specially asked to advise on this point & his opinion is to be found in para 13 of his report. He assumes that even if the establt charges were increased to 5 p.c or Double the present rate it will not cause any Strain on the funds.

But the Special feature about the present proposals is ~~and~~ it does not in any way transgress the old 3 p.c limit. The average cost of the revision to the premia income as at present is worked out to

NOTE—Contn. sheet.

G.P.B—60,000—7-11-13

General and Revenue Secretariat. | B File No. 39 of 1913.

Serial No.

Statement I

not more than 2½ p c × this if the proposals are sanctioned in their entirety. (Vide remarks in Statement II put up by the Insurance office).

On an examn of the proposals it is found that only one extra hand for the clerical staff is asked for × also an additional peon. The proposals are made × recommended by the committee "in consideration of the present inadequate remuneration in proportion to the work × to fix a commensurate scale of Establt in which flow of promotion would be regular × gradual".

Grounds given in the proposition Statement

All these are within the powers of the committee to sanction. Specific orders are called for only in regard to 2 proposals under G.O No 9410-49 of 12th August 1903 - × these are

1) The appointment of the present Manager and Ex officio Asstt Secy as a Gazetted officer to the post of Asstt Secy at 200-20-300

NOTE—Contn. sheet.

G P B - 60,000—7-11-13

G. R. S. 12]

General and Revenue Secretariat. | B File No. 39 of 1913.

Serial No.

2) and that of the present Head Clerk V. Pattabhirama Iyer to the post of Manager at 85-8-125

In regard to the first proposal attention is respectfully invited to para 4 of the Insurance office memo wherein Sri Sathyaraja chetti requests to be relieved of the Insurance work now being attended to by him at considerable inconvenience & the same assigned to the present Manager Sri Krishnamachariar whom he commends to the Committee in high terms.

Pattabhirama Iyer is reported to have rendered satisfactory work in the Insurance office for 17 years & the Manager's post is accordingly recommended to him.

The proposals if sanctioned in toto would involve an increase per month of Rs 394 11/12 & as it is to be borne from the Insurance funds it is

NOTE—Contn. sheet.

GPB-60,000—7-11-13

7

General and Revenue Secretariat. | B File No. 39 of 1913.

Serial No.

for consideration whether financial opinion need be taken.

Sd/ [illegible]
23/3 23/3/13

So long as the [illegible] is any prospect of men working in the Insurance office being hampered on promotion to other appts in the Comptroller's office there will be reasonably deserving men in the Insurance office shoved out for promotion in the Comptroller's office & the cost of establishment in the Insurance office kept as low as it is now. It however it is ruled as there does not seem like any reason why it should not be ruled as in the past & exchanges have been made as the case of Messrs Subramaniam & Pattabhiram for are themselves inclined at point, that men in the Insurance office should look forward to promotion elsewhere & there will be some justification for reorganising the scale. The mere fact that money is available does not in itself justify

The reason is that appointments in the higher grades of the Comptr's office are very few, promotion is very slow, and if outsiders are taken into the higher grades matters will be still worse.
JDs
19/4

NOTE—Contn. sheet.

G P B—60,000—7-11-13

G. R. S. 12]

General and Revenue Secretariat. | R File No. 39 of 1913.

Serial No.

a claim for a reorganisation of the Scale.

Assuming however that the Insurance Office Establishment has no prospects promising else where the Scheme now sent up has to be considered. The Cost of Establishment is much lower than that in Private Companies and when handsome emoluments are declared as periodical Valuations it is not unnatural that the Establishment shared in a share out of it. In this view the proposals deserve consideration. The proposals are modest & may be approved.

This is true. There is no company which is run on 3% of premium income. JM 19/4

There is however one point that is to have just now sanctioned a Scholarship for Actuarial training & the Scholarship holder has to give an undertaking to serve the State for 5 years. What will be done when after this term has he to come and ask sanction for the present proposals, if he is willing

But Govt will not be bound to employ him. JM 19/4

NOTE—Contn. sheet.

G P B—60,000—7-11-13

G. R. S. 12]

General and Revenue Secretariat. | B File No. 39 of 1913.

Serial No.

Good insurance is capable of infinite expansion by extension to public & by dealing with other kinds of insurance than life and our actuary when he returns will not lack work. JM 17/4

Secy of the Concern then the provision of the present Act to Secy to be gazetted Each may be permissible. If on his other hand he has to take the place pari passu with Secy this will never be effected. Again all progressive offts have been fixed on a 5 years rise. In a Concern like the Romance when the Estab becomes consolidated have no chance Elsewhere the pay should be so arranged that the max is reached after a number of years otherwise stagnation & inefficient. Mr Chamberlain whether the proposals may not for this reason be remanded for revision.

Mr Jones. If the whole revision is to be in case the Staff of two ... Give the Secy's pro persona pay, Reduce the pay of the Manager & Clerk & increase the pay of the Asst Secy.

J Secy

12. VII.

NOTE—Contn. sheet.

GPB—60,000—7-11-13

P. J. L.

G. R. S. 12]

10

General and Revenue Secretariat. | B File No. 39 of 1913.

Serial No.	Existing	Proposed	Revised.
new 1	Manager 100-10-150	to become Asst Secy on 200-20-300 ✗	~~200-10-250~~
	1 Head clerk 50-5-75	" Manager on 85-8-125	✓ 80-4-100
new 2	1 New post to be created ~~Deleted~~ Head clerk	on 45-4-65 ✗	✓ 50-3-65
	1 Ledger on 30	to become Ledger on 30-3-45 ✓	no change
	3 " on 25	" " " 30-3-45 ✓	no change
	2 " on 20	" " " 30-3-45 ✓	25-2-35
	1 Record Keeper on 25	" Record Keeper on 30. ✓	30-3-45
	1 Attender on 10	" Asst Record Keeper on 15-1-20 ✓	12-1-15
	1 Typist on 20	" Typist on 30 ✓	25
	1 Despatcher on 25	to remain despatcher on 25	~~30-3-45~~ 25-1-30
	1 Policy clerk on 20	to become policy clerk on 30-3-45	25-1-30
	1 Proposal clerk 15	" proposal clerk on 20.	20 ✓
	2 Peons on Rs 8/- each	to remain peons on Rs 8/-	no change
	1 peon on Rs 7-	" " Rs 7/-	no change
new 3.	New peon to be entertained	on Rs 7/- ✗	no change ✓

150-20-250 (to begin with)

The proposals put in a convenient form are:-

(Proposal marked A is sent herewith)

I think some changes in detail may be conveniently made and I have indicated them in red ink above for convenience.

The scheme shewn above has no reference to selection of particular men for the posts. The details are put in simply to work out the total scale. Thus excluding the first three posts, instead of 7 posts on 30-3-45, 2 on 30 1 on 25, 1 on 20, 1 on 15-1-20 I suggest 6 on 30-3-45 4 on 25, 1 on 20 + 1 on 12-1-15. The cost

NOTE—Contn. sheet.

GPB—60,000—27-11-13

General and Revenue Secretariat. | B. File No. 31 of 1913.

Serial No.

of the scale suggested by me works out to 801 19/30 p.m. which is 82 8/15 less than the scale proposed by the Committee. I think this scale may be approved.

9142
24.4.14

On the Comptroller's recommendation, Government have committed themselves to an expenditure of thousands of rupees for training a candidate in actuarial work. When he returns he may have to be employed by the State and, admittedly, there is no room for two such officers.

As remarked by the President of the Committee the mere fact that funds are available is no ground for increasing establishment charges. The only aspect of the proposal which may be viewed favour is perhaps the request for an additional clerk.

Please circulate to Council and bring up at a meeting.

25.7.14

NOTE—Contn. sheet.

GPB—60,000—7-11-13

GPB—1,000—19-7-13

Extract from the Proceedings of the ...332nd... Meeting of the Council of His Highness the Maharaja, held at ...Bangalore... on the ...2nd September... 191 4.

5. SUBJECT. - (Clause x of the Schedule).

Proposals for the revision of establishment of the Insurance Office.

OPINION OF THE COUNCIL.

The scale may be revised as follows:-

(a) The following new hands may be sanctioned:-

(i) Assistant Secretary - Rs.150-20-250 per mensem. To start on Rs.170 "

(ii) Deputy Clerk ... - Rs.50-3-65 per mensem.

(iii) One peon ... - Rs. 7

(b) The scale of pay of the existing hands may be as follows:-

(i)	Head Clerk ...	- Rs.80-4-100 per mensem.	✓
(ii)	2 Ledgerers ...	- Rs.30-3-45 each "	✓
	2 -Do- ...	- Rs.25-2-35 " "	✓
(iii)	Record-keeper ...	- Rs.30-3-45 "	✓
(iv)	Asstt: Record-keeper ...	- Rs.12-1-15 "	✓
(v)	Typist ...	- Rs. 25 "	✓
(vi)	Despatcher ...	- ~~Rs.25-1-30~~ Rs.25-1-30 "	✓
(vii)	Policy clerk ...	- Rs.25-1-30 "	
(viii)	Proposal clerk ..	- Rs. 20 "	

Sd. M.VISVESVARAYA,
Dewan of Mysore.

"Extract"

D. M. Narasinga Rao

Offg.Secretary to Government.

G. R. S. 12]

General and Revenue Secretariat. | B File No. 39 of 1913.

Serial No.

1604
15-9-14

A draft Submission Note is put up.
Dewan
Dewan Rao
15/9

In the Council Proceedings, 2 ledgerers on Rs.30-3-45 each, are mentioned; the number should be 4. This is probably a clerical mistake.

This may be brought to the notice of the Council at the next meeting and the proceedings modified.

22·10·14. RB

CS.
Enclosure
with the Agenda
Dewan 24/10

NOTE—Contn. sheet.

GPB—60,000—7-11-13

GPB—1,000—19-7-13

(14

Extract from the Proceedings of the 336th Meeting of the Council of His Highness the Maharaja, held at Bangalore on the 4th November 1914.

3. Subject.-(Clause x of the Schedule). Proposals for the revision of Establishment of the Insurance office.

OPINION OF THE COUNCIL.

The scale may be revised as follows:-

(a) The following new hands may be sanctioned:-

(i)	1 Assistant Secretary in place of Manager:-	Rs.150-20-250 per mensem. To start on Rs. 170 per mensem.	
(ii)	1 Deputy Clerk.	Rs.50-3-65 per mensem.	
(iii)	1 Assistant Record-keeper in place of Attender.	Rs.12-1-15 per mensem.	
(iv)	1 Peon.	Rs.7 per mensem.	

(b) The scale of pay of the existing hands may be revised as follows:-

(i)	1 Head Clerk.	Rs.80-4-100 per mensem.		(Revised).
(ii)	2 Ledgerers.	Rs.30-3-45	"	(Revised).
(iii)	4 Ledgerers.	Rs.25-2-35	"	(Revised).
(iv)	1 Record-keeper.	Rs.30-3-45	"	(Revised).
(v)	1 Typist.	Rs.25.	"	(Revised).
(vi)	1 Despatcher.	Rs.25-1-30	"	(Revised).
(vii)	1 Proposal Clerk.	Rs.20.	"	(Revised).
(viii)	1 Policy Clerk.	Rs.25-1-30	"	(Revised).

(c) The existing 2 peons on Rs.8 each and 1 peon on Rs.7 will continue.

This will be substituted for the opinion of the Council recorded on the 2nd September 1914.

Sd/- M. Visvesvaraya,
Dewan of Mysore.

"Extract"

D. M. Narasimha Rao

Offg. Secretary to Govt.

G. R. S. 12]

(15

General and Revenue Secretariat.

B File No. 39 of 1913.

Serial No.	
2482 11-11-14	A draft Submission Note is put up. (Dewan)

Dumaresq. 11/11

NOTE—Contn. sheet.

GPB—10,000—13-6-14

Submitted to His Highness.

Paper under disposal.
Nil Enclosure.

These papers relate to a proposal for the revision of the Insurance Office establishment submitted by the Secretary, Insurance Committee, and supported by the Committee. The proposals involving an increase in establishment charges of Rs.394 $\frac{11}{12}$ per mensem are briefly as follows:-

(1) Increase of pay to the existing establishment.

(2) Changing the designation of the Manager to Assistant Secretary with increased pay and gazetted rank.

(3) The entertainment of one more clerk and one more peon.

J
Flag Z
(File. R.J. 110 of 1893-4)

2. According to standing orders the establishment charges of the Insurance Office should not exceed 3 per cent of the premia income and the present proposals have been urged on Government chiefly because in the last report of the Actuary the condition of the fund was stated to be very satisfactory and the surplus at the credit of the Fund was estimated at Rs.5,17,169.

Vide. Report put up.

pages 10 & 11 of office note (File-B.39-13)

3. The Financial Secretary suggested certain modifications effecting a reduction of Rs.82$\frac{8}{15}$ per mensem in the average cost as compared with the proposals of the Committee.

DJ
Flag L

4. The matter was considered in Council who are of opinion that the scale of establishment may be revised as follows:-

(a) The following new hands may be sanctioned:-

(i)	1 Assistant Secretary <u>in place of Manager</u>	- Rs.150-20-250 p.m. To start on Rs.170 per mensem.
(ii)	1 Deputy clerk	- Rs.50-3-65 p.m.
(iii)	1 Assistant Record-keeper <u>in place of Attender</u>	- " 12-1-15 p.m.
(iv)	1 Peon	" 7 p.m.

(17)

(b) The scale of pay of existing hands may be revised as follows:-

(i) 1 Head Clerk	-	- Rs.	80-4-100 p.m.
(ii) 2 Ledgerers	-	- "	30-3-45 "
(iii) 4 Ledgerers	-	- "	25-2-35 "
(iv) 1 Record-keeper	-	- "	30-3-45 "
(v) 1 Typist	-	- "	25 "
(vi) 1 Despatcher	-	- "	25-1-30 "
(vii) 1 Proposal clerk	-	- "	20 "
(viii) 1 Policy clerk	-	- "	25-1-30 "

(c) The existing 2 peons on Rs.8 each and 1 peon on Rs.7 will continue.

5. The total average cost of the establishment as revised by the Council is Rs.773 $\frac{43}{60}$ or Rs.284 $\frac{7}{15}$ in excess of the existing cost which is Rs.489$\frac{1}{4}$. The proposals of the Council may be approved.

M. Yi Mowbray -
12th Nov. 1914.

(18

Record of Cases submitted for the Orders of His Highness the Maharaja.

Subject.

Proposals for the revision of the establishment of the Insurance Office.

Order. KRM

14 | 11 | 14

Secretary

16·11·14.

(19

G. R. S. 12]

General and Revenue Secretariat. | B File No. 39 of 1913.

Serial No.

Draft Settled

Put up this draft tomorrow
Dd 19/11 Work
he 20/11.

Tidy draft Settled.
Dd 21/11 Work (Secret) The last para is an additional
he 24.11.14
made subject to approval as it is
not included in the Submission note -
(Secret)
563
he 24/11

Devan
M
24/11/14
2867
25-11-14

Notes Cond on P
2.12.14.

4 To the Secy Insurance Committee
" Comptroller
Dd No H 2337-8 dt 1-12-14
Sanctions the proposals for
the revision of the Insurance
office Establt with certain modi-
fications & directs the appoint-
ment of Mr S. Krishnamachari &
the post of Asstt Secy with a
Starting Salary of Rs 170 & of Mr S
Pattabhiramayya as Head Clerk.

Abs B

NOTE—Contn. sheet.

GPB—10,000—13-6-14

Submitted to His Highness.

H

Draft for approval.

With reference to His Highness's orders dated 14th November 1914 on the proposals contained in my submission note No. 3149 of the 12th idem for the revision of the establishment of the Insurance office, I submit, for favour of approval, the draft of the order sanctioning the revised scale of establishment and solicit sanction to the appointment of Mr. S. Krishnamachar, the present Manager and Ex-officio Assistant Secretary, as Assistant Secretary on the starting pay of Rs.170 already sanctioned and of Mr. Y. Pattabhirama Iyer, now Head Clerk on Rs.50-5-75 per mensem, as Head Clerk on the increased salary of Rs.80-4-100.

BR

M. Viswanatha —
28th Nov 1914.

Record of Cases submitted for the Orders of His Highness the Maharaja.

Subject.

Draft of the order sanctioning the revised scale of establishment of the Insurance Office.

487.

Order.

~~KRW~~
30/11/14

Secretary

1.12.14. R.G.

OFFICE OF THE SECRETARY,
MYSORE STATE LIFE INSURANCE COMMITTEE,
Bangalore, dated 16th February 1914.

No. 14/11

From

Dewan Bahadur. J. S. CHAKRAVARTI, ESQ., M.A., F.R.A.S., etc.,
Secretary, Mysore State Life Insurance Committee,
Bangalore.

DIARY No. 3257
10/3 : 0/4
SECTION Banking

To

The Financial Secretary
to the Government of His Highness
the Maharaja of Mysore, Bangalore.

SIR,

I have the honour to submit herewith Resolution 3 of the Insurance Committee, passed in their meeting held on the 31st January 1914, with the connected papers and I request you to be so good as to obtain early sanction of Government for the Scheme of Revision of my Office Establishment therein recommended.

As required by Government Order No. 910-49 dated 12th August 1903, the appointment of the present Manager and Ex-Officio Assistant Secretary Mr. S. Krishnamachar, as a gazetted Officer to the -- post of Assistant Secretary and the appointment of the present Head Clerk, Y. Pattabhirama Iyer to the post of Manager may be sanctioned. The former is a graduate of the Madras University of 21 years standing and has put in 20 years of service. He has been employed in the Insurance Office for the last over 17 years of which he has been in immediate charge of the Office during the last 7 years as Manager and Ex-Officio Assistant Secretary. Pattabhirama Iyer is an F.A. of the Madras University of 23 years standing. He has put in 18 years service of which he has been employed in the Insurance Office for -- over 9 years. Both of them have rendered satisfactory service and I strongly recommend that they may be appointed to the respective posts above mentioned.

I have the honor to be,
Sir,
Your most obedient servant,

J. Pattabhirama Iyer
Joint Secretary

GPB—3000—27-1-12.

AK

INSURANCE.

Extract from the proceedings of the meeting of the Mysore State Life Insurance Committee, held on Saturday the 31st January 1914.

- - - - -

R E SO L U T I O N. III.

Resolved that the proposals in respect of the revision of the Establishment of the Office of the Secretary contained in his memorandum dated 6th December 1913, be recommended for sanction of Government. (The President reserved his vote).

Asstt: Secretary.

12

3

G. R. S. 26]

File No. 39

Serial No. 2

Diary No. of letter replied to 3257

No. H4063

General and Revenue Secretariat

(Bangalore

, *the* 1911 .)

To

The Secretary

Sundaram

Committee

Date of issue 12th March 1914

Signed by T. Lakshminarasimha

Asst

Sir,

In returning herewith the various proposals of your Committee read with your letter dated 19-2-14 I am (20.) instructed to request you to be so good.

over.

SUBJECT.

as I have the
proposition stated
hereunto satisfied by
Company as required
under article 57 of
the Stock Code &
be transmitted to such
Shareholders
by Circular
for Meeting.

SW
5/3

List of enclosures

Copied by

Examined by

GPH—25,000—8-8-11.

II Banking

No. 2177

Encl: 1 file.

OFFICE OF THE SECRETARY,
MYSORE STATE LIFE INSURANCE COMMITTEE,
Bangalore, dated 13th March *191* 4.

DIARY No 3610

From **Dewan Bahadur.**

J. S. CHAKRAVARTI, ESQ., M.A., F.R.A.S., etc.,
Secretary, Mysore State Life Insurance Committee,
Bangalore.

10/3-1914
SECTION Banking
FILE No.
SERIAL No.

To

The Financial Secretary
to the Government of His
Highness the Maharaja of Mysore,
B a n g a l o r e.

SIR,

In reply to your letter No: Fl: 4063/1339-13-2 dated 12th March 1914, I have the honour to forward herewith the proposition statement verified by the Comptroller. This statement is marked as No: 4 and attached to the file herewith sent.

I have the honor to be,
Sir,
Your most obedient servant,

J. Satyanarayana Murty
Joint Secretary.

AK.

GPB—3000—27-1-12.

INSURANCE.

In reference to paragraph 9 of the Office Memorandum dated the 12th Sep:13, circulating the Report of the Actuary for the quinquennium ending 30th June 1912 and para 13 of the Secretary's note thereon, the appended statement, I, in regard to the revision of the Office Establishment, is submitted for sanction of the Committee. Proposals for revising the pay of the Office Establishment were submitted in 1910 and 1911, but the question was dropped as it was thought expedient to take it up after the Report of the Actuary for the above quinquennium was received.

2. In the Actuarial Report for the quinquennium ending 30th June 1897, 5% of the premium income was proposed to be set apart for expenses of management. Out of this the Government empowered the Committee to spend 3% on the Office Establishment. The Committee at no time approached this limit even including the expenditure on items other than the establishment. Taking the number of policies in force and that issued as the criterion by which the quantity of work turned out may be gauged, it will be seen from Statement II, that though the aggregate cost has increased the proportionate cost relatively to the work done has decreased, a proof that the Establishment is not adequately paid. Again if we compare the cost of our Establishment with that of a few Offices the numerical strength of the ministerial staff of which is the same or nearly the same, we find that the Establishment charges of the Insurance Office are very low (Vide Statement III).

3. The appointments in the Insurance Office have been made from time to time according to requirements by strengthening the Establishment by Clerks on Rs 15 or 20, whenever the work increased. It is time we should consider the Establishment as a whole and fix a scale in which the flow of promotions would be regular and gradual. A proposition Statement has been prepared accordingly and it is submitted with this note. It has been drawn up on approved lines taking into account the quantity and quality of work

work required of each. The first item of change proposed is to convert the appointment of Head Clerk to that of Manager on a -- salary of Rs 85-8-125, and the creation of a new appointment of an Accountant or Head Clerk on pay of Rs 45-4-65. The necessity for these two appointments would appear from what is stated below in reference to the appointment of Assistant Secretary. There are at present 6 Ledgerers, four on Rs 25/- and two on Rs 20. The work of these men is the same for all and progressive. Some of them have been drawing the same pay for periods ranging from about 9 to 2 years. It is therefore proposed to give them a uniform and progressive pay. The work of the Policy Clerk, is as good as -- that of the Ledgerers and his pay also is therefore proposed to be on the same scale. The proposal clerk's work is also a responsible one. He has to check all the proposals received and carry on correspondence in reference to them. At the time it was fixed at Rs 15/-, it was considered very low, but had to be adopted for financial considerations. It is therefore now proposed to be raised to Rs 20/-. As regards the Typist and Record-keeper, the former requires Technical knowledge and the present incumbent of the Office has qualified himself by passing the Inte-mediate Examination of the Madras Government. He has already been trying to secure appointments in better paid Offices. His pay is proposed to be fixed at 30, so as to attract properly qual-fied men. The general increase of Office work has perceptably increased the work of the Record-keeper and the pay of the post is proposed to be raised by another 5 Rupees. The Attender's -- work is not all that is implied by his designation. He has been assisting the Record-keeper and doing some clerical work also. He would be required to do so in future and in view of this, his designation is proposed to be changed to that of Assistant Record-keeper on pay Rs 15-1-20. The pay of every one of the above post is fixed after carefully considering the quality and quantity of

work

work attaching to it and also keeping in view the Funds available for expenses.

4 Coming now to the Assistant Secretary--I have more than once represented to the Secretary that on an average I have to devote between 2 and 3 hours for Insurance work, and that as I am in addition in charge of one of the heavy sections of the Comptroller's Office, I may be relieved of my duties as Joint Secretary. I take this opportunity to request once again that I may be relieved of this charge.

5 Mr. Krishnamachari has been in immediate charge of the Office as Assistant Secretary for the past ~~about~~ 7 years. He is graduate of 21 years standing, and with his experience of Insurance work and intimate knowledge of its details is well fitted t take charge of the Office, and he may be entrusted with the duties assigned to me under the general control of the Secretary. It will only be necessary to raise his status and appoint him a Gazetted Officer so that the policies and other documents and communications signed by me may go above his signature. His pay ma be fixed at Rs 200-20-300.

T. Krishnamachari
J.S.

Dated.6th December 1913.

In my opinion the proposals may be approved by the Committee and submitted to Govt for sanction. JM 6/12/13

Circulate and bring up at a meeting. At this stage, I would only

INSURANCE.

Remark that there is no necessary
Connection between money being found
available and increase being given
to the members of the staff.

11/12/13

Of Course there is no
Connection between the two
but the fact of funds being
~~made~~ available enables
us to grant the Establishment
a well deserved increase of
salary. That the Council
decide on increase of their
salaries proportioned on the
quality & quantity of their
work is explained by the Secretary
& it is only fair that increase
shd be ~~granted~~ granted ex-
peciall when we have money
available to do it.

13/12/13

INSURANCE.

The pay originally fixed for the office is somewhat
akin to what was thought enough 30 years ago for
D.P.W Subs & Exe. Engineers offices. There have
been loud complaints for many years that these
require to be raised. Even in Taluk Establishments
the pay has been made progressive. The only
hand ~~that~~ where remuneration is fair is the
Head clerk. This state of matters calls for remedy.

The new scale proposed is not over liberal.
It is not even enough to make both ends meet in
these days of famine prices. and as we must help
these underpaid clerks, in their difficulty. & as
we can do so without jeopardizing the
condition of our finances, I hearty support
the Secretary's recommendation

H. Thirumalaya
16/12/13

Increment for extra work
involved seems necessary.
I am in favour of the Secretary's
suggestion since the finances
permit of the same

O. V. Achyutaraja
20/12/13

I have very carefully
considered the subject &
am of opinion that the
proposal is moderate
& essential & can not be delayed without
sacrificing efficiency. Sir Kantharaj Urs may agree

25/12/13

INSURANCE.

I approve of the scheme generally but I think the scale of pay may be somewhat reduced.

The Asst Secy's pay might begin with Rs 200 and rise to Rs 250 by annual increments of Rs 10/-

M. K. Gandhi
1.1.14.

Both on account of the growth of work and the increased cost of living, a revision of the scale appears to be necessary, the proposed scale does not appear to be over-liberal. It may however be settled at a meeting.

M. Rama Rao
8.1.14

1

Proposition Statement of the Revision of the Establishment of the Secretary, Allypore State Life Insurance Committee.

Existing Establishment				Proposed Establishment.										
No.	Designation	Actual pay.		No.	Designation	Pay rate.			Average monthly cost			Immediate increase		
1.	Head Clerk	75	. .	1.	Manager	85	8	125	115	. .		10	. .	
1	Senior Ledgerer	30	. .	1.	Head Clerk or Accountant	45	4	65	60	. .		45	. .	
5	Ledgerers 3 on 25/- 2 on 20/-	115	. .	6	Ledgerers.	30.	3	45	224	8	.	45	. .	
1	Policy Clerk	20	. .	1	Policy Clerk	30.	3	45	41	4	.	5	. .	
1	Proposal Clerk	15	. .	1	Proposal Clerk	20.	.	.	20	.	.	5	. .	
1	Record Keeper	25	. .	1	Record Keeper	30	.	.	30	.	.	5	. .	
1	Despatcher	25	. .	1	Despatcher	25.	.		25	.	.	.	. .	
1	Typist	20	. .	1	Typist.	30.	.		30	.	.	10	. .	
1	Attender	10	. .	1	Assistant Record Keeper	15.	1	20	18	12	.	5	. .	
13.		335/-		14	.				587	8		130	. .	
3	Peons 8/- 8/- 7/-	23	. .	4	Peons 8/- 8/- 7/- 7/-	30	.	.	30	.	.	7	. .	
16.	.	358/-		18					617	8	.	137	. .	
1.	Manager & Ex Officio Asst to Secretary }	150	. .	1	Assistant Secretary (Gazetted rank) }	200/-	20	300/-	266	10	8	50	. .	
17.		508/-		19					884	2	8	187	. .	
	Audit Fee & Office Contingency 8.5.4 16.10.8 }	25	. .		Audit Fee & Office Contingency 16.10.8. 16.10.8. }				33	5	4	.	. .	
	Rs.	533	. .	19.	.				Rs. 917	8	.	.	. .	

The per centage of the present expenditure to the average monthly premium income of Rs 25000/- is 2·32. The proposed Scale would immediately increase it to 2·88. The average cost of the revision to the same income would be 3·7 but as the income is progressive (it has been during the last six months Rs 26500/- on an average) it would work out to not more than 2½ per cent.

12

II. Statement Showing the work done in each of the years 1901-02, 1906-07 & 1912-13 in respect of the Policies remaining effective at the beginning and of the Policies issued during each year and of Expenditure on the Staff employed to do the work with percentages.

	1901-02	1906-07	1912-13
1. Total ~~Policies remaining~~ effective and issued	~~13660~~ 5627	10523 or an increase of 87 per cent over 01-02	18031 or an increase of 71 per cent over 06-07
2. Total Premium Income	Rs 136604/-	Rs 191060/- or an increase of 39.86 per cent over 01-02	Rs 299878/- or an increase of 56.95 per cent over 01-02
3. Total expenditure on Office Staff	Rs 2298/-	Rs 3764/-	Rs 6205/-
4. Expenditure for every 100 Policies	40.84	35.77	34.41
5. Percentage of Expenditure to the Premium Income	1.68	1.97	2.07.

III. Comparative Statement Shewing remuneration paid in other offices employing about the same labour for which work which is by no means higher in quantity or quality than that of the Insurance Office

Office of the Secretary Mysore State Life Insurance Committee			Office of the Inspector-General of Police in Mysore			Office of the Conservator of Forests in Mysore			Office of the Inspector-General of Education in Mysore.		
No.		Pay	No.		Pay	No.		Pay	No.		Pay
1	Manager + Ex Officio Asst to Secy.	Rs 150/-	1.	Office Assistant (Gazetted rank)	Rs 300/-	1.	Office Assistant (Gazetted rank)	Rs 200/-	1	Office Assistant (Gazetted rank)	Rs 300/-
1	Head Clerk	75/-	1	Manager	150/-	1	Manager		1	Manager	
12	Clerks.	260/-	1	Head Clerk	80/-	+13+	Clerks & Accountants	705/-	15	Clerks and Accountants	662/-
			10	Clerks	299/-						
14	Rs	485/-	13	Rs	829/-	15	Rs	905/-	17	Rs	962/-
3	Servants	23.	17	Servants	Rs 128/-	17	Servants	Rs 141/-	15	Servants	Rs 115/-
17	Rs	508/-	30	Rs	957/-	32	Rs	1046	32	Rs	1077

* This is considerably less than the actual charges for which I refer to 18(2)

11/11/14

11

TV

Finance and Accounts Form 11

(*Vide* Art. 57, C. A. C., Vol. I, and Rule 23, Part I, Chapte

Finl. 200]

STATEMENT OF PROPOSITIC

Name of Office to which the

Government Orders sanctioning present Establishment		Nature of Charge											
		Present Scale						Proposed Scale					
				Pay						Pay			
No.	Date	No.	Designation	Minimum	Rate of Increase	Maximum	Average Cost	No.	Designation	Minimum	Rate of Increase	Maximum
Fl 6843-4 B 51-06-2	9.12.3[illegible]	1	Manager	100/-	10	150/-	137½	1.	Asst. Secretary (Gazetted rank)	200/-	20	300/-
		1	Head Clerk	50/-	5	75/-	68¾	1	Manager	85/-	8	125/-
		1	Ledgever	30/-			30/-	1	Head Clerk	45/-	4	65/-
		2	do @ 25/-	50/-			50/-	1	Ledgever	30/-	3	45/-
		1	Record Keeper	25/-			25/-	1	do	30/-	3	45/-
		1	Dispatcher	25/-			25/-	1	do	30/-	3	45/-
		1	Copyist & Typer	20/-			20/-	1	do	30/-	3	45/-
		1	Attender	10/-			10/-	1	do	30/-	3	45/-
Fl 3039 B-25-10-2	9.12.10	2	Peons @ 8/-	16/-			16/-	1	do	30/-	3	45/-
		1	do 7/-	7/-			7/-	1	Policy Clerk	30/-	3	45/-
								1	Proposal do	20/-		
								1	Record Keeper	30/-	-	-
Fl 3877-8 B 35-08-2	26.2.09	1	Ledgeran	25/-			25/-	1	Dispatcher	25/-	-	-
		1	Proposal Clerk	15/-			15/-	1	Typist	30/-	-	-
								1	Asst. Record keeper	15/-	1	20/-
Fl 4807-8 B 32-11-2	11.5.12	1	Policy Clerk	20/-			20/-	2	Peons @ 8/-	16/-		
		1	Ledgever	20/-			20/-	2	do @ 7/-	14/-		
Fl 5858-9 B-28-12-2	18.4.13	1	Ledgever	20/-			20/-					
		17		433/-			489¼			690		
			Auditfee 16⅔						Auditfee 16⅔			
			Contingens 16⅔	33⅓			33⅓		Contingens 16⅔	33⅓		
		17		466⅓			522⅞	19.		723⅓		

Note—To be prepared in duplicate and forwarded through the Comptroller in Mysore and shot

Present Scale Verified

Asst. Comptroller

of the Financial Rules circulated with G. O. No. Fl. 1150—1192, dated 7-2-1903)

FOR REVISION OF ESTABLISHMENT

Proposition relates Office of the Secretary, Legislative, State Life Insurance Committee, Bakhpalcon

GPB—1,000—2-6-11

Proposition							Grounds of Proposition	Comptroller's Report	Orders of Government		
Permanent		Temporary							Department concerned	Financial Department	
Increase per month	Decrease per month	Increase per month		Decrease per month					Remarks	Remarks	Orders
Amount	Amount	Period	Amount	Period	Amount						
1294/6											
46 1/4											
394 11/12.											
394 11/12.											

In consideration of the increased average pay proposed to be given to the Clerk and to pay a commutation Allowance to Each of the Messengers and Peons as mentioned in the Schedule of Establishment annexed hereto.

followed by a Supplementary Estimate if the proposal involves additional expenditure.

Finance and Accounts Form 11

(*Vide* Art. 57, C. A. C., Vol. I, and Rule 23, Part I, Chapter

Finl. 200]

STATEMENT OF PROPOSITIO

Name of Office to which the

Government Orders sanctioning present Establishment		Nature of Charge									
		Present Scale						Proposed Scale			
				Pay						Pay		
No.	Date	No.	Designation	Minimum	Rate of Increase	Maximum	Average Cost	No.	Designation	Minimum	Rate of Increase	Maximum
Fl 6843-4 B-51-06-2.	12-8-07	1	Manager and Asst Secretary	100/-	10	150/-	137½	1	Assistant Secretary (Gazetted rank)	200/-	20	300/-
		1	Head Clerk	50/-	5	75/-	68¾	1	Manager	85/-	8	125/-
		1	Ledgeneer	30/-		30	30/-	1	Head Clerk	45/-	4	65/-
		2	do @25	50/-			50/-	16	Ledgeneer	18-8-0	3	45/-
		1	Record Keeper	25/-			25/-	1	— do —	30/-	3	45/-
		1	Despatcher	25/-			25/-	1	— do —	30/-	3	45/-
		1	Copyist & Typist	20/-			20/-	1	— do —	30/-	3	45/-
		1	Attender	10/-			10/-	1	— do —	30/-	3	45/-
Fl 3039- B-25-10-2, & 7-12-10.		2	Pens @8/-	16/-			16/-	1	Policy Clerk	30/-	3	45/-
		1	do @7/-	7/-			7/-	1	Proposal Clerk	20/-	-	-
								1	Record Keeper	30/-	.	.
Fl. 3877-8 B 35-08-2 & 26-2-09		1	Ledgeneer	25/-			25/-	1	Despatcher	25/-	—	—
		1	Proposal Clerk	15/-			15/-	1	Typist	30/-	-	-
Fl 4807-8 & B-32-11-2 11-5-12		1	Policy Clerk	20/-			20/-	1	Asst Record Keeper	15/-	1	20/-
		1	Ledgeneer	20/-			20/-	2	Pens @ 8/-	16/-		
Fl 5858-9 B-28-12-2 & 7-8-13.		1	do	20/-			20/-	2	do @7/-	14/-		
		17.		433/-			489¼	19.		690/-		
			Audit fee 16⅔				33⅓		Audit fee 16⅔			
			Contingencies 16⅔	33⅓			33⅓		Contingencies 16⅔	33⅓		
							522½					
		17		466⅔			522½	19.		723⅓		

Note—To be prepared in duplicate and forwarded through the Comptroller in Mysore and sho

Present Scale Verified

Comptroller

I of the Financial Rules circulated with G. O. No. Fl. 1150—1192, dated 7-2-1903)

16

FOR REVISION OF ESTABLISHMENT

roposition relates Office of the Secretary Ellypore State Life Ins' Committee

GPB—4,000 -2-6-11

Average Cost	Proposition						Grounds of Proposition	Comptroller's Report	Orders of Government		
	Permanent		Temporary						Department concerned	Financial Department	
	Increase per month	Decrease per month	Increase per month		Decrease per month						
	Amount	Amount	Period	Amount	Period	Amount			Remarks	Remarks	Orders
166 2/3							In consideration of the pressing inadequate remuneration in comparison to the scale of Establishment in which work is carried on, and the cost of living, it would be regular and gradual.				
115											
66											
41 1/4											
41 1/4											
41 1/4											
41 1/4											
41 1/4											
41 1/4											
41 1/4											
0											
0											
5											
5											
3 3/4											
5											
1											
1/6 394 1/2											
3											
394 1/2											

Will you please suggest appropriation if the proposal involves additional expenditure.

to Secy Committee

4 1/12

17

G.R.S. 28]

3 Cattle

Confd
No 7(2)555
678-14-57
8/7-12-14

File No. 39-13
Serial No. 2

Diary No. of letter replied to 3257
1 1
7

Proceedings of the Government of His Highness the Maharaja of Mysore

GENERAL AND REVENUE SECRETARIAT.
(Banking

. *the* 191 .

Date of issue

Signed by

READ—

Letter No 1411 3-16/17-2 1914
from the Secy Insurance Committee
Submitting for orders Resolution
3 of the Insurance Committee

ORDER THEREON.—No. passed in their
meeting held on 31st January 1914
recommending certain proposals
for Strengthening & securing the Secy
of the Establishment thereof & that
Insurance officer in charge an
over.

SUBJECT.

Cht
1/12

18

an increase in consideration of Rs 394 11/12

per annum

under Clause. W.O. Rc 2337-8 Q/1 December/14

The Insurance committee had

for some time under consideration

the question of revising the pay of

the Insurance office Establishments.

Rpl to various additions were being

made in the office by appointings

one or more clerks on Rs 18 or 20

whereupon increase of work necessi-

tated such a step but a regular

scale of establishment providing

for a gradual flow of promotions

to the members of the Establ was

not attempted.

The Actuarial Valuation report

of the Actuary. The condition of

the fund having been reported

to be very satisfactory, the

Committee have considered the

time opportune for revising

the office Establishments and

to provide not only for the efficient

GPD—20,000—2-10-11

G. R. S. 27]

GENERAL AND REVENUE SECRETARIAT.

(Continuation sheet draft form.)

discharge of the growing work but also to satisfy the reasonable aspirations of the members of the office for advancement.

Govt have given careful consideration to the proposals recommended by the Insurance committee and are pleased to sanction the following revised scale of Establishment for the Insurance office.

1) Assistant Secretary — Rs 150-20-250 p.m.
(in place of Manager)

2) Head Clerk — Rs 80-4-100 p.m.

3) Deputy Clerk — " 50-3-65 "

4) 2 Ledgers — " 30-3-45 "

5) 4 Do — " 25-2-35 "

6) Record keeper — " 30-3-45 "

7) Asstt Record keeper — " 12-1-15 "
in place of Attender

8) Typist " 25 "

9) Despatcher " 25-1-30 "

10) Proposal clerk " 20

GPS—12,000—15-2-13.

20.

11) Poling clerk — Rs 25-1-30 p.m

12) 2 persons on Rs 8 each

13) 2 persons " 7 " —

The appointment of Mr S. Krishnamachar to the post of Asstt Secy with a starting pay of Rs 170 and of Mr Pattabhirama Iyer as Head Clerk are also approved.

Subject to approval by

28.11.14
R.C

24/11

by 24/11
H. Secretary
GBM
EC

The Secretary Emmanuel Committee

" Comptroller thro the Gl Finance section